

IT CoP Program Management Plan



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Overall Goal and Approach

- Improve the performance of the IT Acquisition Workforce
- Lessons learned, examples and best practices from community members
- Performance-centered content development
- Combine Efforts



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Growth Plan

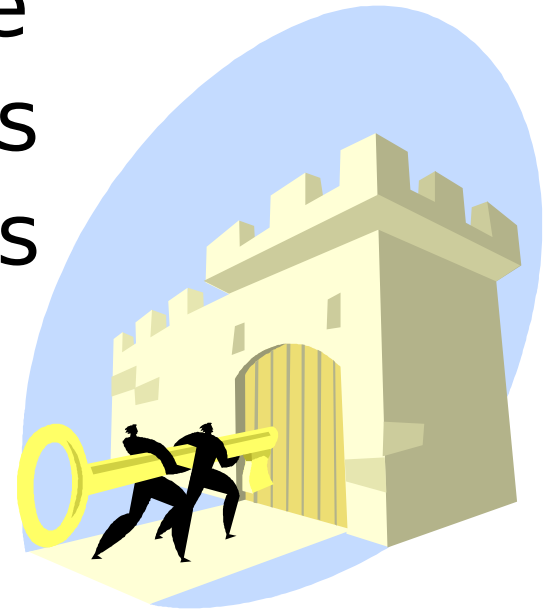
- Evolutionary Growth approach
- Needs assessment to determine and prioritize areas of need
- Outreach plan to connect with partners in building an IT CoP
- Growth is based on available resources



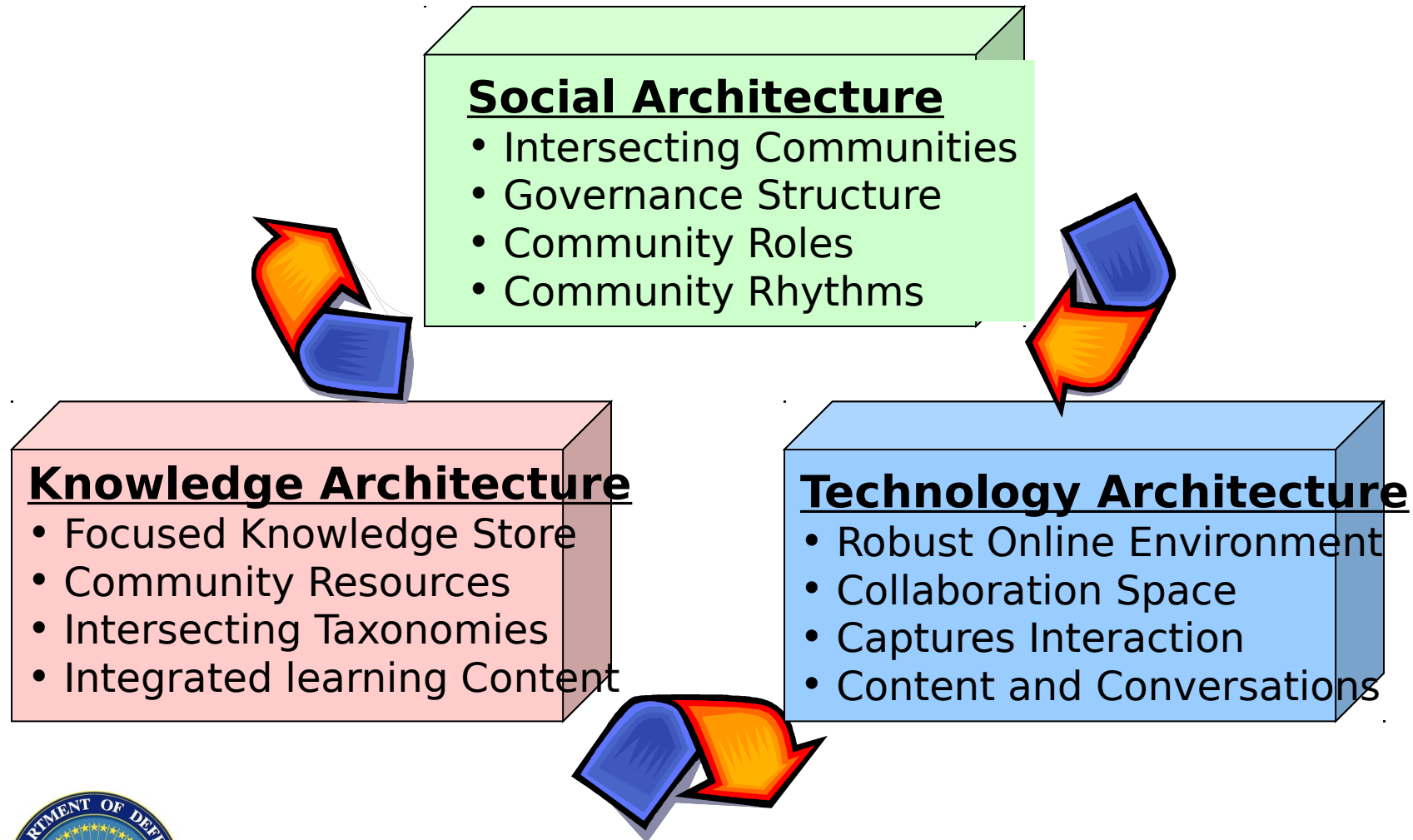
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Resourcing Plan

- Combine efforts of all organizations interested in the IT Acquisition Workforce
- Internal NII Resources
- Federal CIO resources
- Other DoD sponsors
- Industry



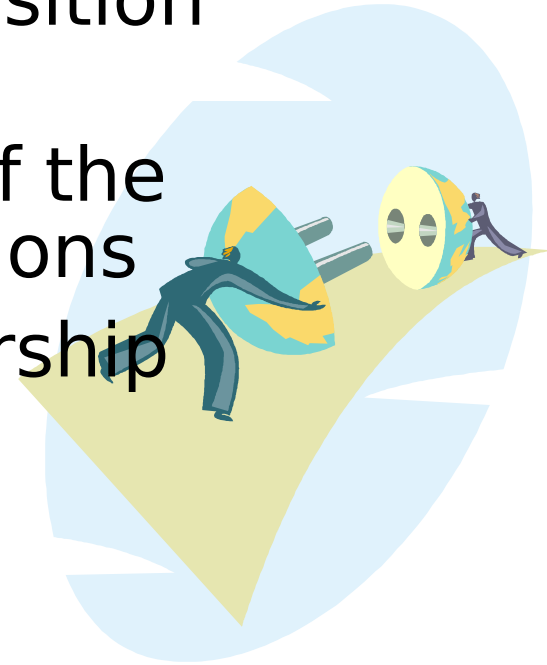
Community Architecture



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Required Capabilities

- Ability to support community interaction, Ability to support task performance
- Support the way the IT Acquisition community works
- Allow “ownership” of areas of the IT CoP for external organizations
- Individual contribution ownership



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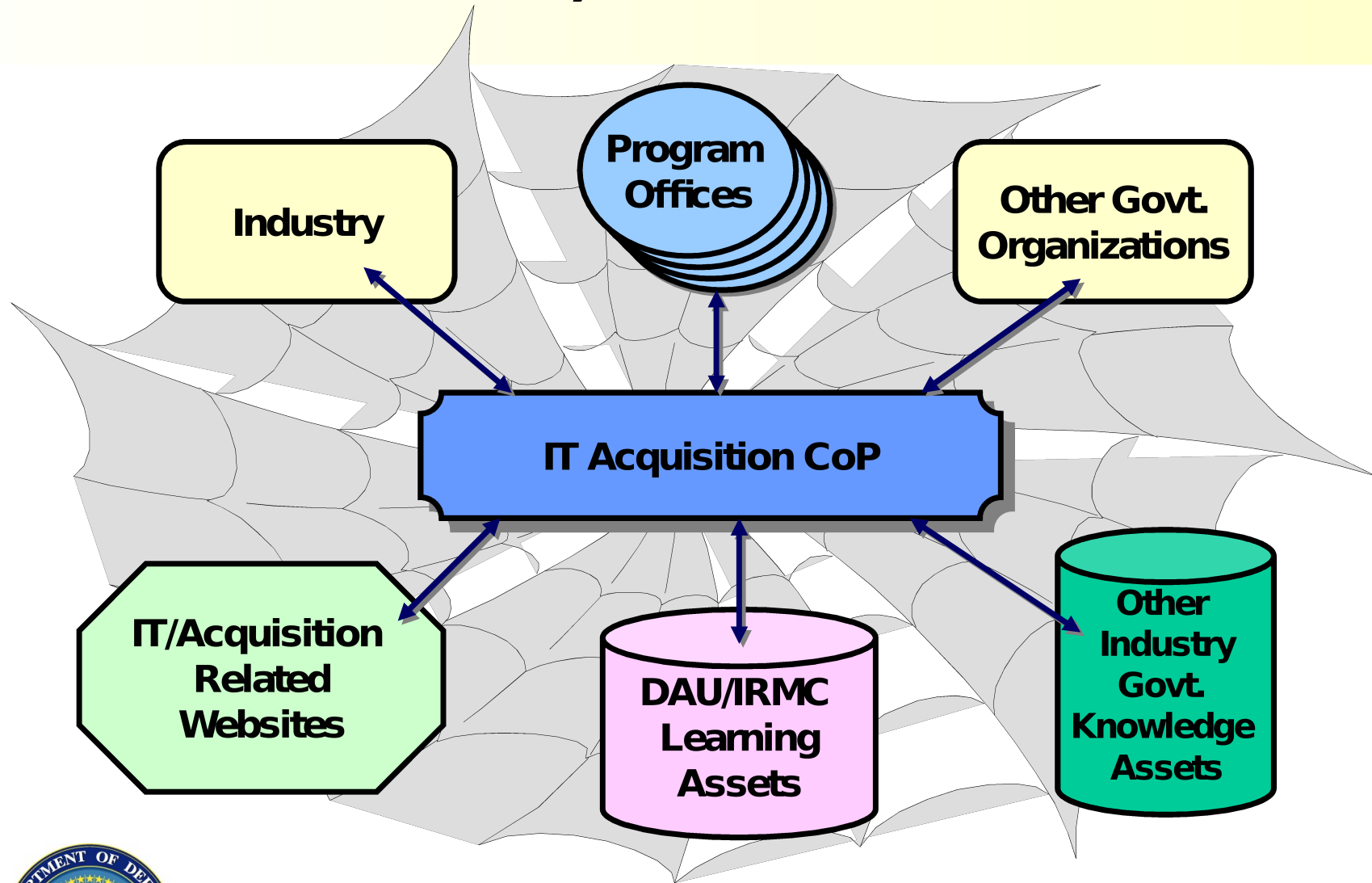
Analysis of Alternatives

- DAU Simplify Portal
 - Cheapest solution
 - Solid capabilities
 - Usability problems need to be resolved
- NII Extranet
 - Managed in-house
 - Limited capabilities
 - Higher costs
- OSD Portal
 - Interoperability benefits
 - Progress unclear



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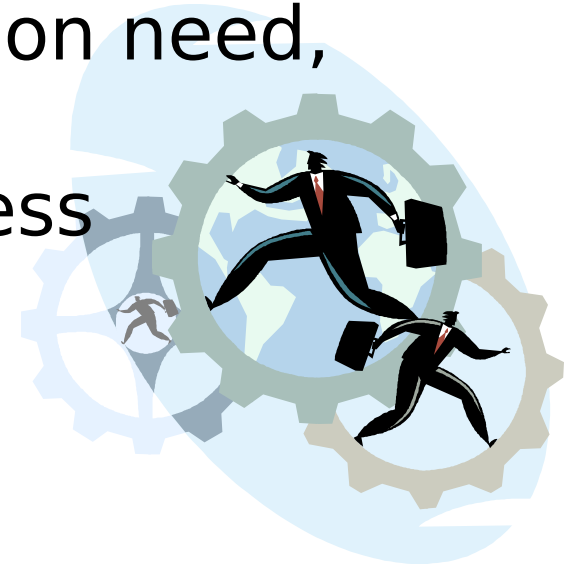
IT CoP 10,000 Foot View



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Community Development Plan

- Develop “sub-communities” of practice within the IT CoP
- Each sub-community will follow a clear community engagement process
- Evolutionary growth based on need, resources and interest
- Entice, Excite Engage Process



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Len's IT CoP Functional breakdown chart

- Len – the chart you have of all possible IT CoP sub-communities would be good here



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Community Engagement Process

- Conduct Needs Assessment
- Initial Core Members Meeting
- Finalize motivating theme, target groups and governance structure
- Establish goals and measures
- Develop Schedule
- Migrate/Develop content
- Conduct Community Building



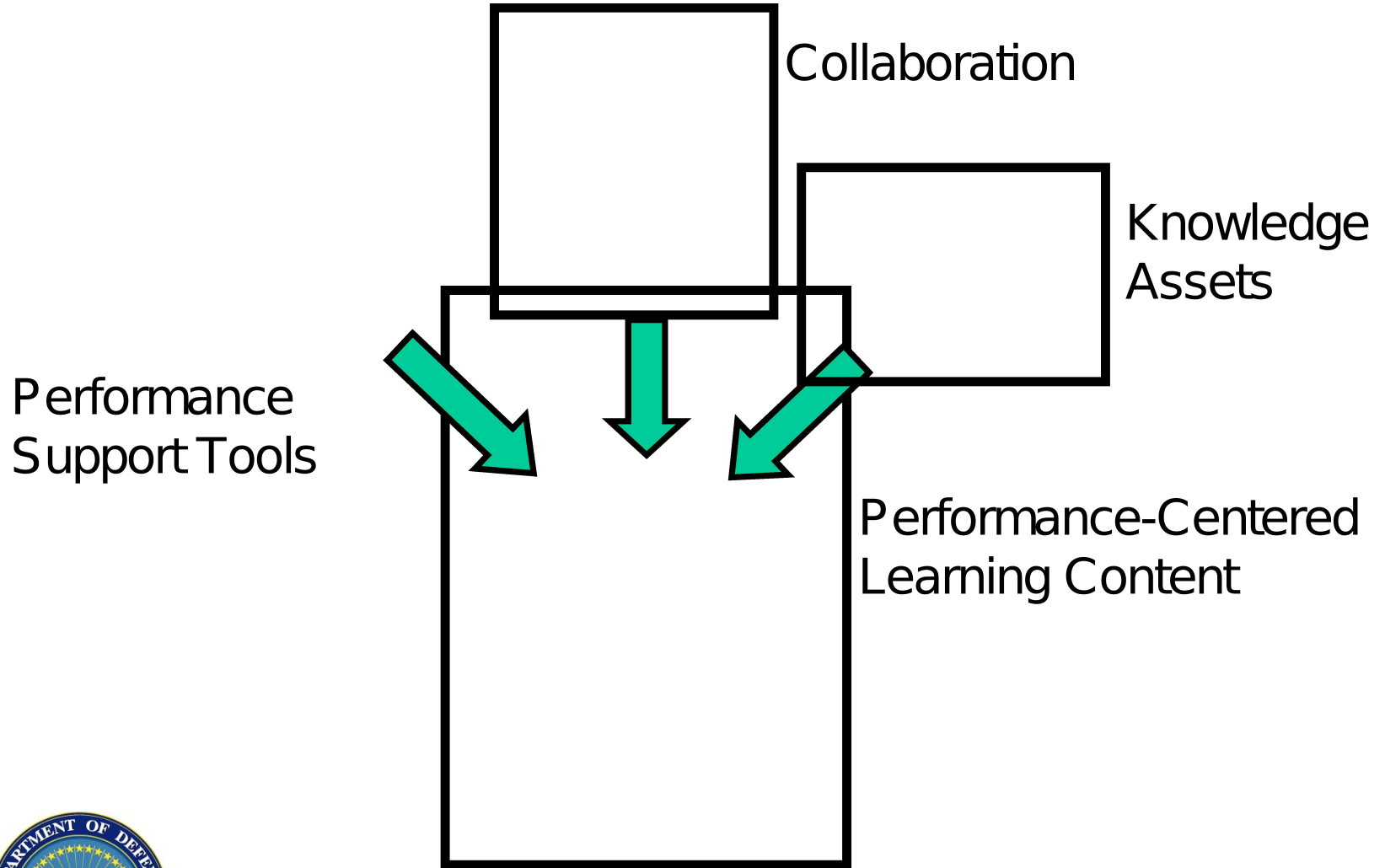
Community Building Entice, Excite and Engage Process

- Entice members into joining
 - Outreach, community meetings, symposiums
 - Web site exposure, word of mouth
- Excite members into wanting to participate
 - personal follow-up, answer requests for assistance
 - Community meetings, email/online discussions
- Engage members within the community
 - Submitting contributions, reviewing content
 - Leading community meetings, participation in community projects



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Content Approach: *"We need to rethink the way we support learning in the workplace"*



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Content Development Plan

- Designed for performance support and on-the-job access
- Organized around the *problems, questions and tasks* that drive the IT Workforce
- Prototype content development approach
 - “Proof of Concept” using section 8.3 of the DoD 5000 Guidebook



Risk Assessment

- Scope risks
- Resourcing risks
 - Internal
 - External
- Infrastructure risks
- Site management risks
- Community Development Risks



Short Term Schedule

Short Term Schedule	Time Frame
Finalize AoA decision	November 2003
Finalize the Project Plan <ul style="list-style-type: none"> • Finalize Growth and Outreach Plan • Finalize Resourcing Plan • Develop Community Architecture • Finalize Community Development Plan • Finalize Content Development Plan • Conduct Risk Assessment • Finalize Schedule 	November 2003
Continue and finalize Needs Assessment <ul style="list-style-type: none"> • Finalize Survey Data • Conduct key interviews 	November 2003
Follow community building process for CCA CoP <ul style="list-style-type: none"> • Core Members Meeting • Goals and measures • Migrate CCA Content over to the final Site • Continue site development • Conduct Community Building 	November 2003 through April 2003

